

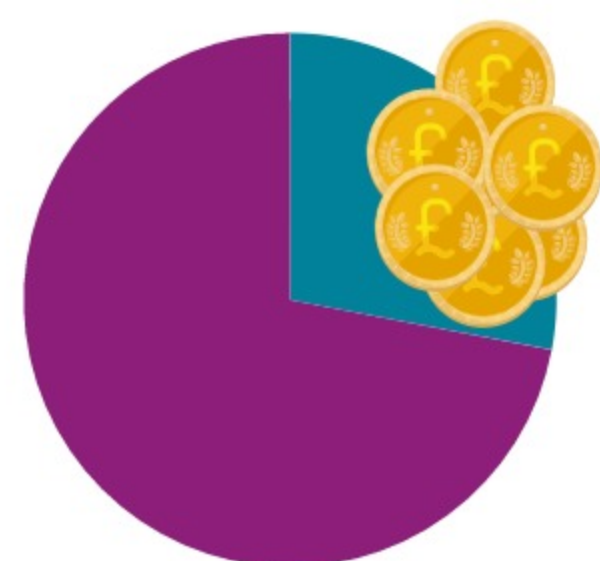
WHY DO CANDIDATES DECLINE OFFERS?

Recent Survey sample of 750 Permanent and Contract Placements 2016-2017

SECURE THE CANDIDATES YOU NEED

Redline Group secures 1000's of offers for Engineering, Sales, Manufacturing, HR and Finance professionals within the European high-technology sector. Not all accept, but through a robust, quality and knowledge-led approach, last year we secured an **85% acceptance rate** (87% in contract, 83% in Permanent). Through detailed analysis of each declination, we constantly improve our approach and advice to Clients and Candidates. The results of this year's analysis are below.

REASONS FOR CANDIDATE DECLINATION



28.9%
declined due to
the salary
offered

21.2%
accepted 'better'
company or
position



19.7%



declined due to
location or relocation

15.8%



accepted a counter-offer
at current company

7.9%



accepted another role
via Redline

IF ONLY 15% DECLINE, DOES IT MATTER?

Yes, definitely. Stats from the ONS and the REC demonstrate a sustained decline in candidate availability. There is intense competition for engineering and commercial candidates, so once you identify the ideal candidate, Redline will help make sure you get them.

31.84M PEOPLE
IN WORK
IN 2016

Increase of 37,000 for
Jul-to- Sept 2016, and
302,000 more than a
year earlier

Office for
National Statistics



According to the REC...

"The employment rate is the highest since records began with 300,000 more people in jobs in the last year. However, employers are struggling to find and retain the people they need to do the jobs available."



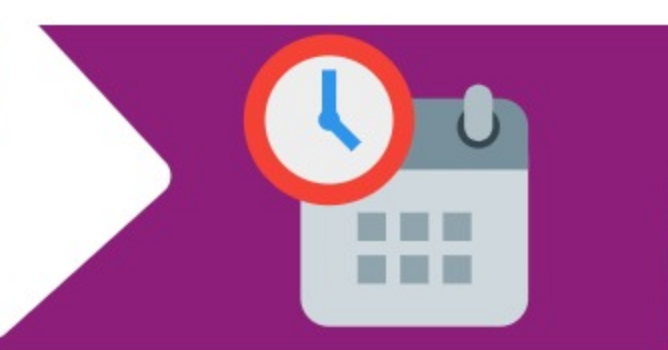
ADVICE TO COMPANIES



Review the salary and
benefits being
offered



Offer training,
career
development and
progression



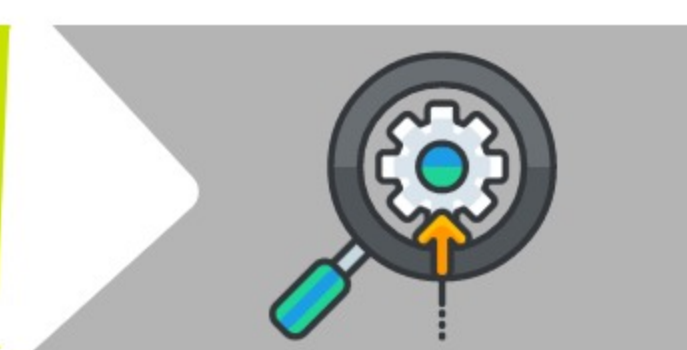
Flexible
interview
process / out of
work hours



Sell your
company and
the role to the
candidate



Management
should be part of
the recruitment
process



Work with REC
approved specialist
Recruitment partner.

For information and advice about how to solve your technical recruitment challenges call 01582 450054 or email info@RedlineGroup.com